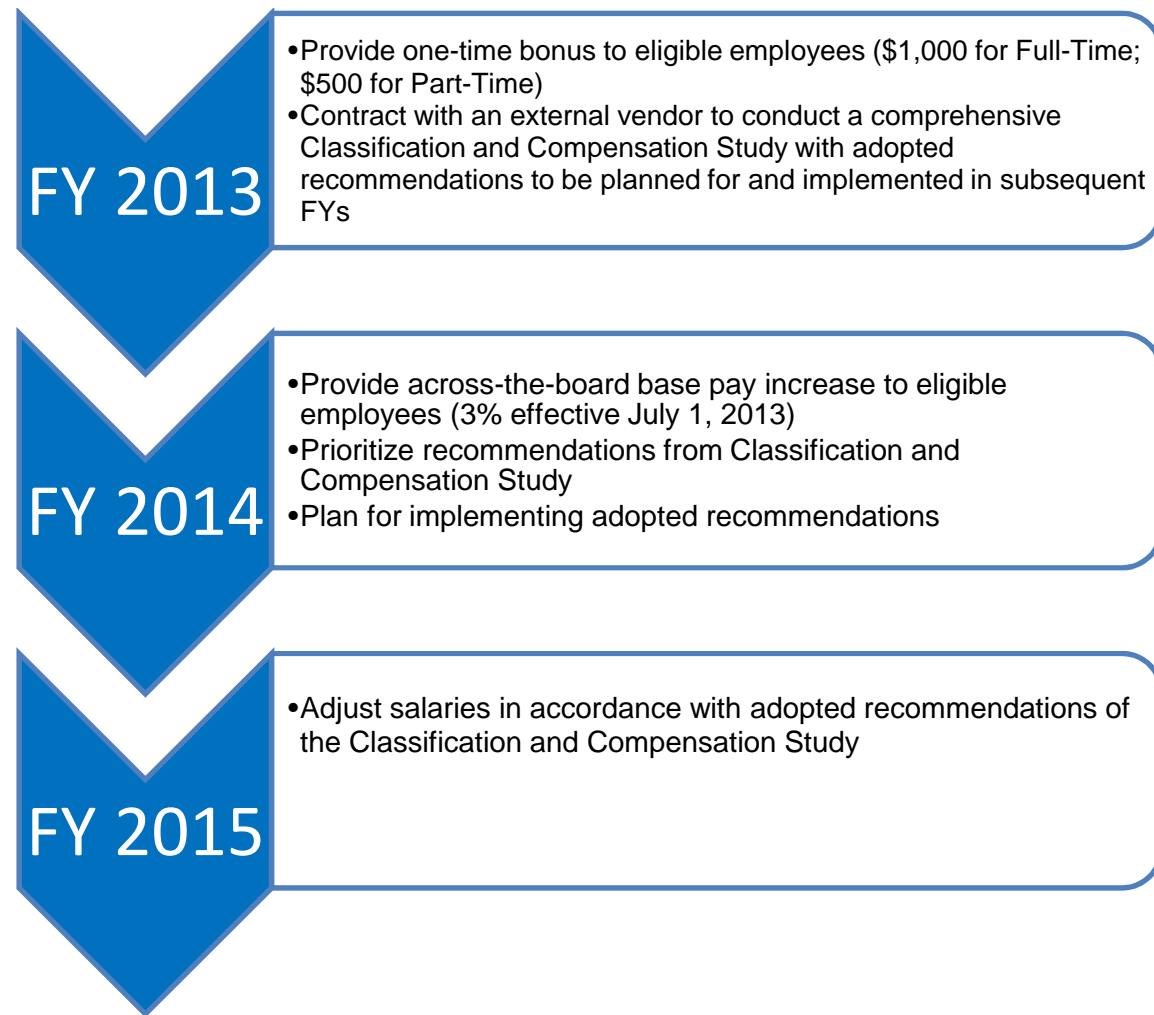


Compensation Options

Overview

To ensure that James City County has a sound and competitive plan that attracts, motivates and retains qualified employees, and to demonstrate that we are paying fairly and equitably in response to market influences both upward and downward, the following is an overview of employee compensation options:



Comparison – Salary Increase and Bonus Information

Based on data compiled and reported by the Hampton Roads Planning District Commission (HRPDC), James City County is among the few localities that have not given a base salary increase since FY 2010. The chart on page 2 includes salary increase and bonus information for 17 localities, SPSA, HRPDC, HRSD and Williamsburg-James City County Schools.

Compensation Options

Comparison Salary Increase and Bonus Information

Jurisdiction	FY 2010	FY 2011	FY 2012	FY 2013	TOTAL Base Pay Increase FY 10-13	TOTAL Bonus FY 10-13
Chesapeake	0%	1.50%	1.50%	0%	3.00%	\$0
Franklin	0%	1.50%	0%	0%	1.50%	\$0
Gloucester	0%	0%	0%	2.00%	2.00%	\$0
Hampton	0%	0%	Net 1 time perf pay; FT \$500 PT \$250	0%	0%	\$500
Isle of Wight	0%	0%	5.00%	0%	5.00%	\$0
James City	0%	0%	bonus; FT \$1,000 PT \$500	0%	0%	\$1,000
Newport News	0%	\$500 bonus	2.00%	1.50%	3.00%	\$500
Norfolk	0%	0%	\$500 bonus	2.00%	2.00%	\$500
Poquoson	0%	0%	\$1,000 to base + \$1,000 bonus	0%	\$1,000 to base	\$1,000
Portsmouth	0%	0%	2.00% bonus	3.00% bonus	0%	5%
Southampton	0%	0%	2.00%	0%	2.00%	\$0
Suffolk	2.00% bonus	2.00% bonus	0%	2.00%	2.00%	4%
Surry	Unknown	Unknown	Unknown	Unknown	Unknown	Unknown
Virginia Beach	0%	0%	2.50%	0%	2.50%	\$0
Williamsburg	0%	0%	2.00%	0%	2.00%	\$0
York County	0%	0%	\$600 bonus	0%	0%	\$600
SPSA	0%	0%	3.00%	2.00%	7.80%	\$0
HRPDC	0%	0%	2.30%	1.50%	5.60%	\$0
HRSD* *Not all employees are eligible for merit/step; depends on the employee's step.	Merit/Step 4.4%	Merit/Step 4.4%	COLA 2.3% Merit/Step 4.4%	3.00%	5.00% COLA + 16.2% Merit/Step	\$0
W-JCC Schools	0%	0%	1%	0%	1%	\$0

Compensation Options

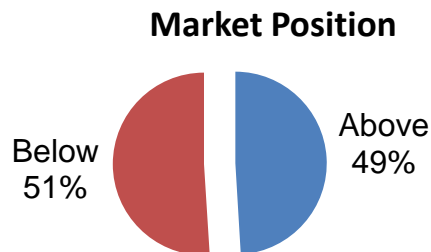
Comparison – Classification/Compensation Study

It is important to periodically review and update an organization's compensation plan. The last classification and compensation study done by James City County was completed in 1995. The last salary recalibration was 2005 and the last salary structure adjustment was 2008.

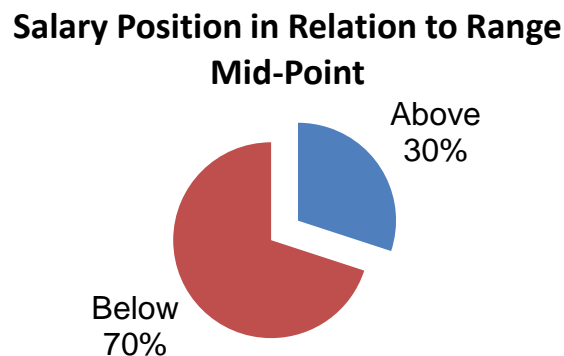
Many neighboring localities have recently done studies (2011-2012) including:

Who	Year	Cost
Gloucester County	2012 Awarded	\$30,000
Isle of Wight Schools Administrative	2012 Completed	\$50,000
Newport News	2011 Completed	\$95,640
Portsmouth	2012 Awarded	\$72,740
Suffolk	2012 Completed	\$63,000
W-JCC Schools	2011 Completed	\$53,500

The following chart compares the mid-point of our current salary ranges for 148 benchmarked jobs, which include 466 employees, with the actual average salaries of comparable jobs in the market. A study will ensure that we are comparing the right jobs to the right market and identify any jobs needing adjustment.



The following chart shows current salaries for 718 full-time employees in relation to the mid-point of their current salary ranges. A study will assess whether employees are in the right positions and ranges and recommend strategies for adjusting salaries as needed.



Based on the information provided above, I believe that a bonus, pay study and base pay increase are warranted with the July 1 raise as a higher priority to the employees than a bonus.